



THE EFFECT OF MOTIVATION AND WORK DISCIPLINE ON PERFORMANCE OF EMPLOYEES AT UPBJJ OFFICE UT MEDAN

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Abstract

This study aims to analyze the effect of motivation and work discipline on employee performance at the UPBJJ UT Medan office. According to the research objectives, the research data were obtained from questionnaires, observations, and related literature studies. The analysis technique uses multiple linear regression with hypothesis testing, namely the F test and T-test. The number of samples is 35 respondents using the incidental sampling technique. The results showed that the variables of motivation and work discipline had a significant effect either partially or simultaneously on employee performance at the UPBJJ UT Medan office.

Keywords: *Motivation, work discipline, employee performance*

A. Introduction

Human resources are one component that has an important role in achieving the goals of a company. Components of human resources have a role in developing the potential for employee performance for the benefit of the office. Some of the potential and performance of employees, such as discipline, motivation, totality, intelligence, and so on, can affect employee performance in carrying out their roles in the office. This is where the human resource component must be able to manage the potential of employees to encourage performance to achieve the goals of the office. Discipline applied in one office will certainly create a healthy and balanced work environment because each employee carries out their roles, functions, and responsibilities following applicable regulations. Disciplined employees will also work effectively and efficiently to avoid wasting time and energy. For this reason, an office that has high discipline will certainly be easier to achieve its goals because the system or applicable rules can be carried out properly by employees.

One of the potential employees that are important in encouraging performance is discipline. Good office management usually always has a high level of discipline. Discipline can be seen in how employees carry out their responsibilities following established rules. This follows Latimer's opinion that discipline is a force that exists within employees, which causes employees to voluntarily comply with regulations and decisions in the company (Cahyono: 2012).

The open university UPBJJ UT Medan, which has an office at Jalan Denai No. 29, Medan Denai District, Medan City, is one of the state universities in Medan City. The employees who are members of the university are workers who must complete their work on time that their superiors have determined. Automatically, they must have discipline and

high work motivation to complete their work bills. According to the researcher, discipline and motivation are important variables determining employee performance in an office. Discipline can determine the course of roles, functions, and goals in the office. High discipline will certainly make it easier for the company to achieve its goals. Meanwhile, Motivation can determine the extent to which employees are willing to try and work as optimally as possible to achieve the goals determined. This research will specifically examine the effect of motivation and work discipline on employee performance at the Open University of UPBJJ UT Medan.

B. Method

The method used is quantitative research methods According to Sugiyono (2015:14), namely research methods based on the philosophy of positivism, used in researching samples and research populations, sampling techniques are generally carried out by random or random sampling, while data collection This is done by utilizing the research instruments used, the data analysis used is quantitative/measurable to test the hypotheses that have been set previously.

C. Finding and Discussion

1. Result

This study aims to determine the extent of the influence of motivation and work discipline on employee performance at the Open University of UPBJJ UT Medan. To facilitate this research, it is necessary to be supported by the determination of the respondent's identity, where the respondents in this study are employees of the UPBJJ UT Medan Open University office.

a. Characteristics of respondents by gender

Table 1

No	Category	Number of Respondents	Percentage (%)
1.	Male	15	42.9
2.	Woman	20	57.1
	Total	35	100

Based on table 1, the respondents who were male were 15 (42.9), and the rest were female as many as 20 (57.1). Thus, from the total number of respondents, women are more than the number of men.

b. Characteristics of respondents based on length of work

Characteristics of respondents based on length of work describe the period of service or service of a respondent to the office where he works. For more details, respondents will be presented based on the length of work, which can be seen in the table below:

Table 2

No	Category	Number of Old Respondents it works	Percentage (%)
1	< 1 year	11	31.4
2	1-5 years	1	2.9
3	6-10 years	4	11.4
4	> 10 years	19	54.3
	Total	35	100

c. Descriptive Research Variables

From the explanation of the influence of motivation and work discipline by respondents' responses to the Makassar City Statistical Center employees' performance, the highest score used in each statement is 5, and the lowest score is 1, with a total of 35 respondents.

Then it can be measured based on the category of the average rating standard in the following table:

Table 3

Average score	Evaluation
54.0 – 97.2	Not very good
97.3 - 140.5	Not good
140.6 – 183.8	Pretty good
183.9 - 227.1	Well
227.2– 270.0	Very good

d. Motivation variable

Table 4 shows that the employee's response to the motivation variable received a fairly good response. This can be seen from the average value of the respondents' assessment which is in the third line (good enough) with an average of 155.

Table 4

statement	Response					Amount
	SS	S	KS	TS	STS	
	5	4	3	2	1	
X1.1	16	19	0	0	0	156
X1.2	13	21	1	0	0	152
X1.3	16	17	1	1	0	153
X1.4	9	25	1	0	0	148
X1.5	25	10	0	0	0	165
Amount						774
Average						155

e. Work discipline variables

Table 5 shows that the employee's response to the work discipline variable received a fairly good response. This can be seen from the average value of the respondents' assessment which is in the third line (good enough) with an average acquisition of 152.

Table 5

statement	Response					Amount
	SS	S	KS	TS	STS	
	5	4	3	2	1	
X2.1	11	24	0	0	0	151
X2.2	14	21	0	0	0	154
X2.3	11	24	0	0	0	151
X2.4	12	22	1	0	0	151
X2.5	17	18	0	0	0	156
Amount						763
Average						152

f. Employee Performance Variables

Table 6 shows that the employee's response to the work discipline variable received a fairly good response. This can be seen from the average value of the respondents' assessment which is in the third line (good enough) with an average acquisition of 153.

Table 6

statement	Response					Amount
	SS	S	KS	TS	STS	
	5	4	3	2	1	
Y.1	15	20	0	0	0	155
Y.2	17	18	0	0	0	157
Y.3	11	22	2	0	0	149
Y.4	15	20	0	0	0	155
Y.5	18	17	0	0	0	157
Y.6	10	23	2	0	0	148
Amount						921
Average						153

2. Discussion

Based on the results of statistical tests, it can be seen that partially all independent variables affect the dependent variable. The influence given by the two independent variables is positive, meaning that the better the motivation and work discipline, the better the resulting

employee performance. These results follow the proposed hypothesis. The results of this study are also following the results of previous studies. The explanation of each variable influence is explained as follows:

a. The Effect of Motivation (X1) on Employee Performance (Y) The results of partial hypothesis testing prove an influence between motivation and employee performance. Through the results of the calculations that have been carried out, the t-count value is 1.740 with a significant level of results of 0.091, which is smaller than 0.05. Thus, this test statistically proves that motivation has a positive effect on employee performance. This means that there is an influence between motivational variables on employee performance at the UPBJJ UT Medan office.

b. The Effect of Work Discipline (X2) on Employee Performance (Y)

The results of partial hypothesis testing prove that there is an influence between work discipline on employee performance. The results of calculations that have been carried out show that the t-count value is 5.238 with a significant level of a result of 0.000, which is smaller than 0.05. Thus, this test statistically proves that work discipline has a positive effect on employee performance. This means that there is an influence between work discipline variables on employee performance at the UPBJJ UT Medan office.

D. Conclusion

Based on direct data processing conducted by the author while researching the UPBJJ UT Medan Office, it can be concluded that:

1. The results of hypothesis testing prove that there is an influence between motivation on employee performance. Judging from the results of the calculations that have been carried out, the coefficient

value is 2.034, and the t count is 1.740 with a significant level of a result of 0.091, which is smaller than 0.05. Based on those results, it can be concluded that motivation positively affects employee performance at the UPBJJ UT Medan office.

2. The results of hypothesis testing prove that there is an influence between work discipline on employee performance. Judging from the results of the calculations that have been carried out, the coefficient value is 2.034, and the t count is 5.238 with a significant level of a result of 0.000, which is smaller than 0.05. Based on these results, it can be concluded that discipline positively affects the performance of UPBJJ UT Medan office employees.

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